

Power And Influence Kotter John P

Power and Influence John P. Kotter on What Leaders Really Do Change Harvard Business School Bulletin Staying Human in the Organization Academy of Management Journal Annual 1989 Directory of Harvard Business School Cases and Related Course Materials Organization Development and Transformation Handbook of Human Performance Technology The Near-miss Experience Research with a View to Implementation Life Roles, Values, and Careers The Art and Science of Leadership Hispanic Business Leadership Quarterly A Systems Approach to Small Group Interaction The Academy of Management Review S.A.M. Advanced Management Journal Illinois State Library Employee Development Center Collection John P. Kotter John P. Kotter John P. Kotter J. Gary Bernhard Academy of Management J. William Pfeiffer Wendell L. French Harold D. Stolovitch Doward Gerrit Douwsma D. J. Gouws Charles M. Super Afsaneh Nahavandi Stewart L. Tubbs Academy of Management Anne Craig

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in today's complex work world things no longer get done simply because someone issues an order and someone else follows it most of us work in socially intricate organizations where we need the help not only of subordinates but of colleagues superiors and outsiders to accomplish our goals this often leaves us in a power gap because we must depend on people over whom we have little or no explicit control this is a book about how to bridge that gap how to exercise the power and influence you need to get things done through others when your responsibilities exceed your formal authority full of original ideas and expert insights about how organizations and the people in them function power and influence goes further demonstrating that lower level personnel also need strong leadership skills and interpersonal know how to perform well kotter shows how you can develop sufficient resources of unofficial power and influence to achieve goals steer clear of conflicts foster creative team behavior and gain the cooperation and support you need from subordinates coworkers superiors even people outside your department or organization he also shows how you can avoid the twin traps of naivete and cynicism when dealing with power relationships and how to use your power without abusing it power and influence is essential for top managers who need to overcome the infighting foot dragging and politicking that can destroy both morale and profits for middle managers who don't want their careers sidetracked by unproductive power struggles for professionals hindered

by bureaucratic obstacles and deadline delays and for staff workers who have to manage the boss this is not a book for those who want to grab power for their own ends but if you'd like to create smooth responsive working relationships and increase your personal effectiveness on the job kotter can show you how and make the dynamics of power work for you instead of against you

widely acknowledged as the world's foremost authority on leadership john kotter has devoted his remarkable career to studying organizations and those who run them and his bestselling books and essays have guided and inspired leaders at all levels here in this collection of his acclaimed harvard business review articles is an astute assessment of the real work of leaders as only john kotter can offer to complement the hbr articles kotter also contributes a new piece a thoughtful reflection on the themes that have developed throughout his work convinced that most organizations today lack the leadership they need kotter's mission is to help us better understand what leaders real leaders do true leadership he reminds us is an elusive quality and too often we confuse management duties and personal style with leadership or even mistake unworthy leaders for the real thing yet without leadership organizations move too slowly stagnate and lose their way with john kotter on what leaders really do readers will learn how to become more effective leaders as they explore pressing issues such as power influence dependence and strategies for change

transform your organization with speed and efficiency using this insightful new resource incremental improvement is no longer sufficient in helping organizations navigate the complexity uncertainty and volatility of today's world in change how organizations achieve hard to imagine results in uncertain and volatile times authors john p kotter vanessa akhtar and gaurav gupta explore how to create non linear dramatic change in your organization you'll discover the emerging science of change that teaches us about how to build organizations from businesses to governments that change and adapt rapidly in change you'll discover why the ability of organizations to deal with threats and take advantage of opportunities in the face of ever greater complexity and uncertainty is being severely challenged in depth evidence based actionable solutions for dealing with institutional resistance to change case studies and success stories that describe organizations who have successfully built the ability to change quickly into their dna a universal approach for how to dramatically improve outcomes from various change efforts including strategy execution digital transformation restructuring and more perfect for managers executives and leaders at companies of all types and sizes change will also prove to be a valuable asset to other professionals who serve these organizations this book is for anyone seeking a proven approach for delivering fast sustainable and comprehensive results

bernhard and glantz attribute many workplace problems to a basic conflict between human nature and the structure of modern organizations because human beings evolved in small egalitarian hunter gatherer bands most humans have emotional needs that can best be satisfied in small groups that are based on personal reciprocity sharing teamwork and genuine interdependence in such groups leadership can be based on acknowledged personal ability everyone can feel important and the common goal can weld people together in a way that is both efficient and personally satisfying the authors see the formal hierarchies of modern organizations where authority often replaces leadership as the resurgence of pre human primate social relationships in which bluffing threatening and intimidation played a major role numerous and varied examples from the workplace lend the analysis graphic immediacy and authenticity many theories have been advanced to explain such workplace phenomena as endemic dissatisfaction low productivity and high absenteeism many

books have argued that teams a democratic management style and employee participation are essential given an educated work force that doesn't live in fear of being fired staying human in the organization is the first book to relate these themes to evolutionary biology the discipline which in recent years has been revolutionizing the behavioral sciences the result is a new way of thinking about labor relations and organizational development

focus on management theory and practice

organization development and transformation is a paperback collection of 46 readings that focuses on how people and organizations and people in organizations function and how to make them function better this new edition includes coverage of classic od articles new cutting edge coverage of topics such as self directed teams centers of excellence and learning organizations

the answers to your performance improvement questions are here the first edition of the handbook of human performance technology has been the bible of this rapidly evolving field this new edition co published with the international society for performance improvement adopts a more international approach and introduces you to many emerging technologies you'll learn how to plan performance improvement projects analyze a corporate culture implement effective interventions use job aids and multimedia based training conduct on the job training evaluate intervention effectiveness improve your own professional life and much more contributors to the volume comprise a veritable who's who in the field of performance improvement if you own the trailblazing first edition you'll want to add this volume to your bookshelf if you are a trainer consultant or a manager engaged in improving performance this groundbreaking work is indispensable

life roles values and careers answers fundamental questions about the nature of work in modern life based on the research from an innovative cross national project of the work importance study this unique collaborative effort includes data from australia belgium canada croatia italy japan poland portugal south africa and the united states

this text offers a broad review and analysis of the field of leadership complete with its many debates and controversies strong theoretical coverage still allows the book to be applications oriented to business and other organizations on the guiding philosophy and assumption that we can all learn to become better leaders a cross cultural perspective gender based analyses focus on leaders personalities and behavior and discussion on the role and characteristics of followers complete this treatment

a systems approach to small group interaction pioneered the systems approach and is the only book that integrates all important small group topics into a single comprehensive conceptual model the text also features a unique systematic organization each chapter begins with a brief preview followed by a glossary of terms a real life case study and then the chapter text material next comes several experiential exercises for skill development and finally the chapter concludes with two original readings

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